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ABSTRACT

The Center for Career Development in Early Care and Education at Wheelock College (Boston) works to improve the quality of early care and education for young children by creating access to a career and leadership development system for child care providers. The information in this packet is based on responses to a survey the center sent to more than 350 key informants and leaders in the 50 states and District of Columbia. The purpose of the survey was to learn about the current work of career development planning and implementation groups across the country. Respondents from 48 states report that they have an active early childhood career development planning and implementation initiative underway. The packet contains three sections based on survey results. A summary chart of state early care and education career development initiatives in 1998 shows some basic information about each state's initiative, including the name and start date of the initiative, the lead agency, sources of funding, staffing for the initiative, and a brief statement of the status of the planning and implementation. Summary charts of the work states are doing on the components of a career development system cover career lattice designs, core knowledge or competencies, training approval systems, compensation improvement initiatives, the development of new training models, statewide or college articulation agreements, and several others. Finally, a list of contacts for state career development initiatives is included. (EV)

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Early Care and Education Career Development Initiatives in 1998

By
Sheri L. Azer and
Christina Hanrahan

The Center
for Career Development
in Early Care and Education

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About The Center

Founded at Wheelock College in January 1991, The Center for Career Development in Early Care and Education at Wheelock College (The Center) strives to improve the quality of early care and education for young children by creating access to a career and leadership development system for providers in Head Start, preschool, child care centers, family child care homes, and out-of-school programs. The multifaceted activities of The Center are designed to help improve and change the systems of training that now exist. Current major activities and initiatives of The Center include: the Advanced Seminars in Child Care Administration (week-long seminars at Wheelock and in field locations nationally); technical assistance to enable groups of individual stakeholders in states and communities to create training and career development systems; policy research and writing regarding training, child care regulations, and higher education policy; *Taking the Lead: Investing in Quality Early Childhood Leadership for the 21st Century*, a national leadership initiative to strengthen, increase, and diversify the pool of early childhood leaders; and collaborative efforts, consultation, materials collection, and report writing in areas related to training and career development. For more information, please contact:

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1998 EARLY CHILDHOOD CAREER DEVELOPMENT SURVEY

The information in this packet is based on responses to a survey The Center for Career Development in Early Care and Education sent to more than 350 key informants and leaders in the 50 states and the District of Columbia. The purpose of the survey was to learn about the current work of career development planning and implementation groups across the country. The respondents included:

- Child Care Licensors;
- CCDBG Administrators;
- Head Start - State Collaboration staff persons;
- Child Care Resource and Referral Statewide Network Contacts;
- representatives of higher education institutions;
- those involved in training at the local level; and
- practitioners and others involved in career development planning efforts in the states.

We actively sought and received at least one response from each state. Ultimately, we received a total of 69 responses to the survey, with multiple responses from many states. The information reported here is based on the information and opinions provided by the respondents. We realize that their perspectives may not always reflect that of others in the same states.

Contents of the Packet

Respondents from 48 states report that they have an active early childhood career development planning and implementation initiative underway. The Center has just begun its analysis of the surveys, but we first wanted to share the pieces of information we felt to be the most useful to states and communities working on these issues. We are often asked,

- How many states have a career development initiative?
- What states are implementing a personnel registry and training approval system?
- Who can be contacted in the states to learn more about these efforts?

To answer these questions, and others like them, we have put together three pieces from the survey results:

- **Summary chart of the state early care and education career development initiatives in 1998:** This chart shows some basic information about each state's initiative, including: the name and start date of the initiative, the lead agency, sources of funding, staffing for the initiative, and a brief statement of the status of the planning and implementation. These statements reflect the responses to a question that asked respondents to check a statement that described the current stage of planning and implementation of their initiatives.

- **Summary charts of the work states are doing on the components of a career development system:** This set of charts shows the status of each state's work on a number of components of a career development system, including: career lattice designs, core knowledge or competencies, training approval systems, compensation improvement initiatives, the development of new training models, statewide or college articulation agreements, and several others. Noted on these charts is whether states currently are making plans about the development of these components or are in the process of implementing them.

- **List of contacts for state career development initiatives:** The attached list includes the names and contact information of the individuals who responded to our survey, and of individuals identified as staff of initiatives and committee chairs. Full address, phone, fax, and e-mail information has been provided.

The Center's Continued Work with the Survey

We will be using the survey results to produce a number of other publications and tools. Included will be a detailed study of states who are implementing personnel registries and training approval systems, and a comparative analysis of the results of this survey with a similar one we conducted in 1996. We expect to have these available on our publications list in the fall of 1998.

For more information, contact: Sheri Azer, The Center for Career Development in Early Care and Education, Wheelock College, 200 The Riverway, Boston, MA 02215. Phone: 617-734-5200, ext. 290. Fax: 617-738-0643 E-mail: centers@wheelock.edu

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STATE EARLY CARE AND EDUCATION CAREER DEVELOPMENT INITIATIVES IN 1998

State	Statewide Career Development Initiative and Start Date	Lead Agency/ Organization	Kind Of Initiative	Source of Funds for Initiative	Program Staff	Status Of Planning & Implementation
Alabama	STARS Specialized Training Achievement Recognition System Started in 1995	Alabama Child Care Management Agency (CMA) Network	Larger Early Childhood Care and Education Initiative	CMA's receive funding for Quality Enhancement through Block Grant monies	Staffing is provided by each participating CMA	Midst of Implementation
Alaska	Head Start Partners Started in 1997	State Head Start Office	Separate group focused on practitioner training and qualifications.	Head Start Collaboration Project	Full-time	Midst of Implementation
Arizona	Early Child Care & Education Career Development Initiative Larger Initiative: Head Start Collaboration Project Started in 1997	Child Care Administration, Department of Economic Security	Part of Larger early childhood care and education initiative.	Child Care Administration, DES--Child Care Development Fund (CCDF)	Paid staff	In early stages of planning, and launching a career development effort.
Arkansas	No name given Started in 1992	Revision of Child Care and Early Childhood Education	Part of a larger early childhood care and education	CCDF	Full-time	Through most of the planning, and are ready to implement some of the plans
California	Advancing Careers in Child Development Started in 1991	Pacific Oaks College	Larger Early Childhood Care and Education Initiative	David & Lucille Packard Foundation, Early Childhood Funder's Collaborative, Work/Family Directions	Full-time	Midst of Implementation

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State	Statewide Career Development Initiative and Start Date	Lead Agency/ Organization	Kind Of Initiative	Source of Funds for Initiative	Program Staff	Status Of Planning & Implementation
Colorado	Governor's EC Professor Standards Task Force Larger initiative: First Impression, Governor's Office Started in 1991	Governor's Office	Separate group focused on practitioner training and qualifications. Part of larger early childhood care and education initiative. Part of a comprehensive children's initiative.	Child Care and Development Block Grant, Head Start-State Training Collaboration Grant, Carl Perkins Tech/Prep.	Full-time paid	We are in a later stage of implementation with some aspects of our efforts. Need to set up the voluntary credential we have in place, a training and trainer approval system, we have care standard as part of system - community colleges are using core standards and are horizontally articulated.
Connecticut	Connecticut Charts-A-Course Larger Initiative: School Readiness Legislation Started in 1991	Community-Technical College System	Separate group focused on practitioner training and qualifications. Part of larger early childhood care and education initiative (School Readiness)	Dept. of Social Services. (DSS) Child Development Institute of CT, Dept of Education. (SDE) Board of Trustees Community Technical College (in-kind)	Full and Part-time paid	Midst of Implementation (Training Approval Board, Registry, Accreditation Facilitator Project) We are in a later stage of implementation with some aspects of our efforts: Training Support Fund has been in operation for five years. Higher Education Articulation Plan for two years. Steering Committee for three years.

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State	Statewide Career Development Initiative and Start Date	Lead Agency/ Organization	Kind Of Initiative	Source of Funds for Initiative	Program Staff	Status Of Planning & Implementation
Delaware	Delaware First . . . Again Started in 1989	Office of Child Care Licensing	Separate group focused on practitioner training and qualifications.	State Child Care Training dollars, CCDF	Full-time	Midst of implementation; later stage of implementation with some aspects of our efforts: training package for continuum, personnel registry is complete, training calendar and resource center mechanisms in place.
District of Columbia	Function of the Office of Early Childhood Development and the Early Intervention Comprehensive System of Personnel Development Started in 1993	Office of Early Childhood Development and Mayor's Advisory Committee on Early Childhood Development	Part of larger Early Childhood Care and Education initiative.	Federal Child Care and Development Fund, Early Childhood Collaborative of DC, Inc.	Part-time paid	Through most of the planning, and are ready to implement some of our plans.
Florida	Quality Education and Training for Caregivers, Educators, & Administrators for Programs for Young Children Started in 1991	Florida Children's Forum	Part of a larger early childhood care and education initiative	No ongoing funding currently	None	There is interest, but other issues have our attention at this time
Georgia	ACET: Advancing Careers through Education Training Started in 1992	Collaborative Leadership Team	Separate group focused on practitioner training and qualifications	Child Care Block Grant, Georgia Academy	Until June 1	Midst of Implementation

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State	Statewide Career Development Initiative and Start Date	Lead Agency/ Organization	Kind Of Initiative	Source of Funds for Initiative	Program Staff	Status Of Planning & Implementation
Hawaii	Hawaii Early Childhood Career Development Initiative Larger initiative: Good Beginnings Alliance Started in 1990	A coalition of 21 organizations. Good Beginnings Alliance is the fiscal agent and a member of the Coalition.	Part of a larger early childhood care and education.	Hawaii Community Foundation Henry and Dorothy Castle Fund, of the Samuel and Mary Castle Foundation	Part-time paid	Midst of planning, we are through most of our planning, and are ready to implement some of our plans. We have used an incremental planning process so that as we implement phases, we use what we learn to move on to the next. We have an Implementation Draft of our Career Lattice and are in the process of planning and design for a Personal Registry and Training Approval System.
Idaho	Idaho Personnel Development Work Group. Larger initiative: Consortium for Early Childhood Professional Preparation. Started in 1997	Idaho Head Start Association	Separate group focused on practitioner training and qualifications, part of a larger early childhood care and education initiative, and part of a comprehensive children's initiative	Idaho Head Start-State Collaboration Project.	Part-time paid	In the early stages of planning and launching a career development effort
Illinois	Illinois Director Credential Project Started in 1997	Illinois Network of Child Care Resource and Referral Agencies INCCRRA	Separate group focused on practitioner training and qualifications. (Implementation of Building Bridges)	Robert McCormick Tribune Foundation	Full-time paid	Midst of planning

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State	Statewide Career Development Initiative and Start Date	Lead Agency/ Organization	Kind Of Initiative	Source of Funds for Initiative	Program Staff	Status Of Planning & Implementation
Indiana	Indiana Early Childhood Professional Development System Started in 1992	The Bureau of Child Development; The Consortium of Professional Development for Educators of Young Children	Separate group focused on practitioner training and qualifications, and part of a larger early childhood care and education initiative, and part of a comprehensive children's initiative	The Bureau of Child Development – CCDBG/CCDF	No staff	In the midst of implementation.
Iowa	Iowa Career Lattice Work Group Larger initiative: Iowa Early Childhood Task Force Started in 1997	Iowa State University/ Human Development and Family Studies	Separate group focused on practitioner training and qualifications	Head Start Collaboration Project	Part-time staff	In early stages of planning and launching a career development effort.
Kansas	Professional Development Initiative Committee Larger initiative: Kansas Quality Standards for Early Childhood Education (for children birth through eight) Started in 1996	Kansas Association for the Young Children (KAEYC)- however representatives from child care, higher education, state agencies, Head Start, Resource and Referral, services organizations, federal rep training agencies and professional organizations.	Separate group focused on practitioner training and qualifications, part of larger early childhood care and education initiative, and part of a comprehensive children's initiative.	Resource and Referral, Head Start Collaboration Office, CCDF, Department of Education (state funds).	None	Through most of planning and are ready to implement some of our plans; midst of implementation

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State	Statewide Career Development Initiative and Start Date	Lead Agency/ Organization	Kind Of Initiative	Source of Funds for Initiative	Program Staff	Status Of Planning & Implementation
Kentucky	Kentucky Institute for Early Childhood Professional Development	Child Care Services Branch of the Cabinet for Families and Children and Kentucky Head Start Association	Part of a larger early childhood care and education initiative	None	None	In a later stage of implementation with some aspects of our efforts.
Louisiana	Louisiana Child Care Careers Started in 1992	Department of Social Services and Child Care Advisory Council	Larger Early Childhood Care and Education Initiative	Department of Social Services; Participant fees; Contracts with individual centers, employers or others	None	Through most of the planning, and are ready to implement some of the plans
Maine	Comprehensive State Training Plan Development Larger Initiative: Pathways Training Project Started in 1992	Office of Child Care and Head Start	Separate group focused on practitioner training and qualifications and evolving into a larger early childhood care and education initiative.	CCDF and Head Start Bureau	Information not given.	Midst of implementation.
Maryland	None	NA	NA	NA	No response	In Early stages of planning and launching a career development effort.

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State	Statewide Career Development Initiative and Start Date	Lead Agency/ Organization	Kind Of Initiative	Source of Funds for Initiative	Program Staff	Status Of Planning & Implementation
Massachusetts	Office of Child Care Services (OCCS) Career and Professional Development Working Group Started in 1997 Massachusetts School-age Care Alliance and other organizations are working on initiating a school-age career development initiative	Office of Child Care Services	Part of a larger early childhood care and education initiative	None	None	There is interest, and the state is in the early stages of planning and launching both the early childhood and school-age career development efforts.
Michigan	None	NA	NA	NA	No response	There is interest, but other issues have our attention at this time.
Minnesota	Minnesota Institute for Early Childhood Professional Development Started informally in mid 1980's: Consultant in 1994: Office and staffing 1995	Division of Minnesota AEYC	Separate group focused on practitioner training and qualifications	Federal Child Care Development Block Grant, McKnight Foundation, Bush Foundation, Midwest AEYC, and NAEYC	Full-time paid staff	Midst of implementation

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State	Statewide Career Development Initiative and Start Date	Lead Agency/ Organization	Kind Of Initiative	Source of Funds for Initiative	Program Staff	Status Of Planning & Implementation
Mississippi	Office of Children and Youth (OCY) Credential Child Care Started in 1995	OCY/DHS and Mississippi Forum on Children and Families	Separate group focused on practitioner training and qualifications	OCY/DHS	Full-time and part-time	No response
Missouri	Opportunities in a Professional Education Network in Early Childhood Care and Education (OPEN) Started in 1996	University of Missouri-University Extension	A combination of separate group focused on practitioner training and qualifications and part of a larger early childhood care and education initiative. OPEN is convening existing key components of state and community training/professional development efforts to assure coordination. Currently at collaborative planning stage.	University funds- Dr. Sara Gable's salary to coordinate OPEN. CCDF funding- MO Dept. of Health is funding statewide needs assessment of EC&E providers' education training needs. An OPEN continuation proposal has been submitted to the Danforth and Kauffman Foundations. Participating organizations in OPEN provide "in-kind" support.	Part-time paid	In the early stages of planning and launching a career development effort.
Montana	Montana Early Childhood Professional Development Center Started in 1995	Montana Early Childhood Project	Separate group focused on practitioner training and qualifications; Part of larger early childhood care initiative	CCD Fund; Some Kellogg carryovers; Head Start/State Collaboration Project	Full time paid	Through most of planning and are ready to implement some plans; Midst of implementation

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State	Statewide Career Development Initiative and Start Date	Lead Agency/ Organization	Kind Of Initiative	Source of Funds for Initiative	Program Staff	Status Of Planning & Implementation
Nebraska	Nebraska Framework for Early Childhood Professional Development Started in 1990 Early Childhood Training Center; 1994 Development of Framework	(1) Professional Development Advisory Committee (Subcommittee of Child Care & Early Childhood Education Coordinating Committee) (2) Early Childhood Training Center (3) Nebraska Department of Education, Early Childhood Office	Separate group focused on practitioner training and qualifications-has broad focus on building a professional development system of support.	Nebraska Department of Education, CCDBGF funds, and Head Start-State Collaboration Project supplement funding for professional development initiatives.	Full-time paid	Midst of Implementation
Nevada	No name given Started in 1997	Department of Human Resources	Part of a larger Early Childhood Care and Education initiative	State, Federal	No information given	Midst of Implementation
New Hampshire	Quality Assurance Started in 1995	Office of Children, Department of Health and Human Services	Part of larger early childhood care and education initiative	Federal and CCDBG	Will be part-time, and volunteer	Midst of Implementation
New Jersey	New Jersey Professional Development Center for Early Child Care and Education. Larger Initiative: Bright Beginnings Started in 1996	Center will be housed at Kean University in Union, NJ. Kean is a lead agency and NJ Association of Child Care Resource and Referral Agencies is sub-contractor	Part of larger early childhood care and education initiative and part of comprehensive children's initiative.	CCDBG funds and some matching from Kean University also-in kind from NJACCRRA and consortium of 2 and 4 year colleges, professional development organizations and advocacy groups.	Full-time	Through most of the planning, and are ready to implement some of our plans.

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State	Statewide Career Development Initiative and Start Date	Lead Agency/ Organization	Kind Of Initiative	Source of Funds for Initiative	Program Staff	Status Of Planning & Implementation
New Mexico	Early Care, Education and Family Support Professional Development Initiative Started in approx. 1993	Office of Child Development/ Children, Youth and Families Department	Part of a larger Early Childhood Care and Education initiative	State general funds, IDEA Parts B&H, Higher Education, Foundations (Kellogg), Grants (Wheelock) Head Start, USDA	Full and part-time paid and volunteer	Midst of implementation
New York	New York State Early Childhood Career Development Initiative Started in 1993	NYS Child Care Coordinating Council-Administrative Auspices	Is a collaboration of many groups, but all together serves as one group focused on practitioner training and qualifications.	NYS Head Start Collaboration Professional Development Project; Technical assistance rollover money-Wheelock College PIC; rollover (Admin. Credential) Work/Family Directions.	Full-time staff	In later stage of implementation with some aspects of our efforts: Much of initial plan is implemented. New projects have been launched with the Initiative serving as the umbrella group
North Carolina	North Carolina Early Childhood Professional Development Institute Started in Spring of 1992	NC Division of Child Development	Separate group focused on practitioner training and qualifications	CCDBG, Head Start Collaboration, NC General Assembly	Part-time staff	In later stage of implementation with some aspect of our efforts.
North Dakota	No name given Started in 1994 or 1995	North Dakota AEYC and Department of Human Services/ Children and Family Services	Part of larger early childhood care and education initiative	Midwest AEYC grant, Department of Human Services (we lack a source of funding -a major stumbling block!)	No	In early stages of planning and launching a career development effort.

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State	Statewide Career Development Initiative and Start Date	Lead Agency/ Organization	Kind Of Initiative	Source of Funds for Initiative	Program Staff	Status Of Planning & Implementation
Ohio	Professional Development Committee Started in 1994	Governors Office-Early Childhood Coordination	Part of Comprehensive	(partially funded) Governor's office, Head Start Collaboration Project, Department of Education/division of Early Childhood, Forgoing the link grant from CCAC and CSSO	No staff	Through most of the planning, and are ready to implement some of our plans. We are in the midst of some implementation.
Oklahoma	Oklahoma Early Childhood Professional Development Team Started in 1992	Was originally convened by Okla. AEYC group Team stands alone with paid coordinator through DHS	no response	Office of Child Care-DHS-Child Development Fund	Full-time	Midst of implementation
Oregon	Oregon Center for Career Development in Childhood Care and Education Started in 1991	Oregon Center for Career Development in Childhood Care and Education	It is a separate group focused on practitioner training and qualifications but also connected to several other initiatives.	CCDF; Employment Department; Child Care Division grant; Department of Education (Head Start Collaboration grant); Commission on Children and Families interagency agreement; Oregon Community Foundation grant.	No information given	In later stage of implementation with some aspects of our efforts.

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State	Statewide Career Development Initiative and Start Date	Lead Agency/ Organization	Kind Of Initiative	Source of Funds for Initiative	Program Staff	Status Of Planning & Implementation
Pennsylvania (2 initiatives)	Early Childhood Development Training System Started in 1991	Children Youth and Families/Department of Public Welfare	Separate group focused on practitioner training and qualifications	Child Care Development Block Grant, State Funds	Full-time staff	Midst of Implementation
	Alliance for Early Childhood Professional Preparation Started in 1992	Alliance for Early Childhood Professional Preparation	Part of a larger early childhood care and education initiative	KURC (Keystone University Research Corporation)	None	Through most of the planning and are ready to implement some plans
Rhode Island	Rhode Island Child Care Training System Larger initiative: Child Care Development Block Grant Started in 1992	Rhode Island Department of Human Services	Part of a larger early childhood care and education initiative and is part of a comprehensive children's initiative.	Rhode Island Dept. of Human Services, RI Dept. of Education, RI Foundation Prince Charitable Trust, US Dept. of Health and Human Services, United Way and other smaller funders.	Full-time paid and volunteer	In a larger stage of implementation with some aspects of out efforts.
South Carolina	South Carolina's Early Care and Education Credentialing and Professional Development System Larger initiative: SC ABC Child Care Voucher System Started in 1993	SC Center for Child Care Career Development	Part of comprehensive children's initiative	SC Department of Health and Human Services, private pay-fee for service.	Full and part-time paid	In a later stage of implementation with some aspects of our efforts.

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State	Statewide Career Development Initiative and Start Date	Lead Agency/ Organization	Kind Of Initiative	Source of Funds for Initiative	Program Staff	Status Of Planning & Implementation
South Dakota	South Dakota Early Care and Education Training System Started in 1995	Collaboration Office and Office of Child Care Services	Part of larger early childhood care and education initiative	Professional Development Supplement to Head Start Collaboration Office Grant (USDHHS-Head Start Bureau).	Full-time paid	In early stages of planning and launching a career development effort.
Tennessee	Tennessee Early Childhood Training Alliance Started in 1993	Tennessee State University: Center of Excellence for Research and Policy on Basic Skills	Separate group focused on practitioner training and qualifications	Tennessee Department of Human Services, Levis Strauss & Company Child Care Foundation	Full-time paid staff	Midst of Implementation.
Texas	Texas Early Care and Education Career Development Initiative Started in 1992	TX Head Start State Collaboration Project	Part of a larger early childhood care and education initiative	ACF Head Start Bureau; TX Workforce Commission Child Care and Development Division	Full-time paid staff	Midst of implementation
Utah	Training & Career Ladder Larger Initiative: Quality Child Care Started in 1995 but was put on hold- was reactivated in 1998	Office of Child Care	Separate group focused on practitioner training and qualifications and part of a comprehensive children's initiative	Department of Workforce Services, TANF.	Currently vacant	Early stages of planning and launching a career development effort

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State	Statewide Career Development Initiative and Start Date	Lead Agency/ Organization	Kind Of Initiative	Source of Funds for Initiative	Program Staff	Status Of Planning & Implementation
Vermont	The Vermont Guide to Early Childhood Careers has much of the initiative components. Larger initiative: The Early Childhood Work Group Started in 1992	Child Care Services/ Head Start State Collaboration Project	Part of larger early childhood care and education initiative.	Child Care Services/ Head Start Collaboration Project; Career Guide funded by Carnegie Foundation.	No staff	Through most of planning, and are ready to implement some plans
Virginia	None	NA	NA	NA	No staff	There is interest, but other issues have our attention at this time
Washington	Washington State Training and Registry System (STARS), *A Career Development System for Those Who Work in Child Care and Early Education and School-Age Care.* Larger Initiative: Other work of Child Care Committee (CCCC), including compensation and articulation issues, as well as a wide variety of other concerns.	Career Development and Licensing subcommittees of the CCCC.	Part of larger early childhood care and education initiative.	State General Fund: $580,000 per year In-kind contributions: * 1.1 FTE staff- Office of Child Care Policy. * Many hours of volunteer time from professional associations, resource and referral agencies, OCCP licensors, institutions of higher education, state and local health departments, and many others.	Staff consists of two part-time staff, 1.1 FTE.	No response.

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State	Statewide Career Development Initiative and Start Date	Lead Agency/ Organization	Kind Of Initiative	Source of Funds for Initiative	Program Staff	Status Of Planning & Implementation
West Virginia	Professional Development Initiative for Early Care and Education Started in 1992	The Governor's Early Childhood Implementation Initiative	Part of a comprehensive children's initiative.	Head Start State Collaboration Grant Wheelock College Center for Career Development in Early Care and Education	Part-time paid staff	Midst of Planning
Wisconsin	Wisconsin Professional Development Initiatives Larger initiative: Wisconsin Collaborating Partners Started in 1991	The Registry	Part of a larger early childhood care and education initiative.	Department of Workforce Development, Office of Child Care- $5,000	Part-time staff	Midst of Implementation
Wyoming	Wyoming Early Care and Education Career Development Task Force Started in 1996	None, it is a collaborative of various agencies and organizations	Separate group focused on practitioner training and qualifications	Child Care Development Block Grant, WY Comm. Foundation & Healthy Children Communities Grant	No staff	We have not done much, but there is an interest

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COMPONENTS OF A CAREER DEVELOPMENT SYSTEM IN 1998
SUMMARY CHART

Component	Number of States Reporting: Some Discussion/ Plans	Implementation	No Discussion	No Response
Definition of Core Knowledge and/or Competencies	19	28	0	4
Career Lattice	26	21	1	4
Personnel Registry	26	16	5	5
Training Approval Process	19	25	4	3
Trainer Approval Process	20	25	2	4
Training Calendar, Database, Web Site	18	30	1	2
Professional Development Record and Recognition System	29	17	1	4
Portfolio Assessment System	22	10	12	7
Compensation Improvements for Practitioners	28	14	6	4
Development of New Models for Training/ Training Programs	25	18	3	6
Development of Training Programs for TANF Recipients	16	14	15	6
Revised Licensing Regulations/Training Requirements	23	19	5	4
Revised Early Childhood Teacher Certification Requirements	17	18	11	5
Statewide or College Articulation Agreements	26	21	1	3
Development of New Credentials	28	12	7	4
Other System Components	8	5	0	39

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COMPONENTS OF A CAREER DEVELOPMENT SYSTEM IN 1998

DEFINITION OF CORE KNOWLEDGE AND/OR COMPETENCIES

Some Discussion/ Plans	Implementation	No Discussion	No Response
Alaska	Alabama		Maryland*
Arizona	Arkansas		Michigan*
District of Columbia	California		Virginia*
Florida	Colorado		Wisconsin
Idaho	Connecticut		
Iowa	Delaware		
Kentucky	Georgia		
Louisiana	Hawaii		
Massachusetts	Illinois		
Missouri	Indiana		
Nevada	Kansas		
New Hampshire	Maine		
New Jersey	Minnesota		
Ohio	Mississippi		
Oklahoma	Montana		
Rhode Island	Nebraska		
South Dakota	New Mexico		
Utah	New York		
Wyoming	North Carolina		
	North Dakota		
	Oregon		
	Pennsylvania		
	South Carolina		
	Tennessee		
	Texas		
	Vermont		
	Washington		
	West Virginia		
19 states	**28 states**	**0 states**	**4 states**

***Notes:**

Maryland, Michigan, and Virginia reported that they do not have a career development planning and implementation initiative underway at this time. Maryland had done some work in the past and reported on those accomplishments, but no work is underway at this time.

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COMPONENTS OF A CAREER DEVELOPMENT SYSTEM IN 1998

CAREER LATTICE

Some Discussion/ Plans	Implementation	No Discussion	No Response
Alaska	Alabama	Illinois	Maryland*
Arizona	California		Michigan*
Arkansas	Connecticut		North Carolina
Colorado	Hawaii		Virginia*
Delaware	Indiana		
District of Columbia	Kansas		
Florida	Kentucky		
Georgia	Maine		
Idaho	Massachusetts		
Iowa	Mississippi		
Louisiana	Montana		
Minnesota	New Mexico		
Missouri	North Dakota		
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New York	Texas		
Ohio	Vermont		
Oklahoma	West Virginia		
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Utah			
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26 states	**21 states**	**1 state**	**4 states**

***Notes:**

Respondents from Maryland, Michigan, and Virginia reported that they do not have a career development planning and implementation initiative underway at this time. Maryland had done some work in the past and reported on those accomplishments, but no work is underway at this time.

Respondents from Pennsylvania provided information about two initiatives—the **Early Childhood Development Training System and the Alliance for Early Childhood Professional Preparation.** When the respondents from each initiative responded differently to these questions, we noted the Training System's responses as #1 and the Alliance's responses as #2.

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COMPONENTS OF A CAREER DEVELOPMENT SYSTEM IN 1998

PERSONNEL REGISTRY

Some Discussion/ Plans	Implementation	No Discussion	No Response
Alaska	Alabama	Illinois	Colorado
Arizona	Connecticut	Iowa	Maryland*
Arkansas	Delaware	Nevada	Michigan*
California	District of Columbia	Vermont	Nebraska
Florida	Indiana	Wyoming	Virginia*
Georgia	Kansas		
Hawaii	Maine		
Idaho	Massachusetts		
Kentucky	Mississippi		
Louisiana	North Carolina		
Minnesota	Oregon		
Missouri	Pennsylvania 1*		
Montana	South Carolina		
New Hampshire	Texas		
New Jersey	Washington		
New Mexico	Wisconsin		
New York			
North Dakota			
Ohio			
Oklahoma			
Pennsylvania 2*			
Rhode Island			
South Dakota			
Tennessee			
Utah			
West Virginia			
26 states	**16 states**	**5 states**	**5 states**

***Notes:**

Respondents from Maryland, Michigan, and Virginia reported that they do not have a career development planning and implementation initiative underway at this time. Maryland had done some work in the past and reported on those accomplishments, but no work is underway at this time.

Respondents from Pennsylvania provided information about two initiatives—the **Early Childhood Development Training System and the Alliance for Early Childhood Professional Preparation.** When the respondents from each initiative responded differently to these questions, we noted the Training System's responses as #1 and the Alliance's responses as #2.

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COMPONENTS OF A CAREER DEVELOPMENT SYSTEM IN 1998

TRAINING APPROVAL PROCESS

Some Discussion/ Plans	Implementation	No Discussion	No Response
Alaska	Alabama	Iowa	Michigan*
Arizona	Arkansas	Kentucky	South Dakota
District of Columbia	California	New York	Virginia*
Florida	Colorado	Texas	
Hawaii	Connecticut		
Idaho	Delaware		
Illinois	Georgia		
Louisiana	Indiana		
Mississippi	Kansas		
Missouri	Maine		
New Hampshire	Maryland*		
New Jersey	Massachusetts		
New Mexico	Minnesota		
North Dakota	Montana		
Ohio	Nebraska		
Rhode Island	Nevada		
Utah	North Carolina		
Wisconsin	Oklahoma		
Wyoming	Oregon		
	Pennsylvania		
	South Carolina		
	Tennessee		
	Vermont		
	Washington		
	West Virginia		
19 states	**25 states**	**4 states**	**3 states**

***Notes:**

Respondents from Maryland, Michigan, and Virginia reported that they do not have a career development planning and implementation initiative underway at this time. Maryland had done some work in the past and reported on those accomplishments, but no work is underway at this time.

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COMPONENTS OF A CAREER DEVELOPMENT SYSTEM IN 1998

TRAINER APPROVAL PROCESS

Some Discussion/ Plans	Implementation	No Discussion	No Response
Alaska	Alabama	Iowa	Arkansas
Arizona	California	New York	Michigan*
Florida	Colorado		Virginia*
Hawaii	Connecticut		West Virginia
Idaho	Delaware		
Illinois	District of Columbia		
Kentucky	Georgia		
Louisiana	Indiana		
Massachusetts	Kansas		
Missouri	Maine		
New Hampshire	Maryland*		
New Jersey	Minnesota		
New Mexico	Mississippi		
North Dakota	Montana		
Ohio	Nebraska		
Rhode Island	Nevada		
South Dakota	North Carolina		
Utah	Oklahoma		
Wisconsin	Oregon		
Wyoming	Pennsylvania		
	South Carolina		
	Tennessee		
	Texas		
	Vermont		
	Washington		
20 states	**25 states**	**2 states**	**4 states**

***Notes:**

Respondents from Maryland, Michigan, and Virginia reported that they do not have a career development planning and implementation initiative underway at this time. Maryland had done some work in the past and reported on those accomplishments, but no work is underway at this time.

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COMPONENTS OF A CAREER DEVELOPMENT SYSTEM IN 1998

TRAINING CALENDAR, DATABASE, WEB SITE

Some Discussion/ Plans	Implementation	No Discussion	No Response
Alaska	Alabama	North Carolina	Michigan*
Arizona	Arkansas		Virginia*
California	Colorado		
Connecticut	Delaware		
District of Columbia	Florida		
Hawaii	Georgia		
Idaho	Illinois		
Iowa	Indiana		
Louisiana	Kentucky		
Missouri	Kansas		
Montana	Maine		
New Hampshire	Maryland*		
New Jersey	Massachusetts		
Ohio	Minnesota		
Oregon	Mississippi		
Utah	Nebraska		
Wisconsin	Nevada		
Wyoming	New Mexico		
	New York		
	North Dakota		
	Oklahoma		
	Pennsylvania		
	Rhode Island		
	South Carolina		
	South Dakota		
	Tennessee		
	Texas		
	Vermont		
	Washington		
	West Virginia		
18 states	**30 states**	**1 state**	**2 states**

***Notes:**

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COMPONENTS OF A CAREER DEVELOPMENT SYSTEM IN 1998

PROFESSIONAL DEVELOPMENT RECORD AND RECOGNITION SYSTEM

Some Discussion/ Plans	Implementation	No Discussion	No Response
Alaska	Connecticut	Iowa	Alabama
Arizona	District of Columbia		Michigan*
Arkansas	Illinois		New York
California	Indiana		Virginia*
Colorado	Kansas		
Delaware	Maine		
Florida	Mississippi		
Georgia	New Mexico		
Hawaii	North Carolina		
Idaho	Oklahoma		
Kentucky	Oregon		
Louisiana	South Carolina		
Maryland*	Tennessee		
Massachusetts	Texas		
Minnesota	Vermont		
Missouri	Washington		
Montana	Wisconsin		
Nebraska			
Nevada			
New Hampshire			
New Jersey			
North Dakota			
Ohio			
Pennsylvania			
Rhode Island			
South Dakota			
Utah			
West Virginia			
Wyoming			
29 states	**17 states**	**1 state**	**4 states**

***Notes:**

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COMPONENTS OF A CAREER DEVELOPMENT SYSTEM IN 1998

PORTFOLIO ASSESSMENT SYSTEM

Some Discussion/ Plans	Implementation	No Discussion	No Response
Arkansas	Indiana	Alabama	Alaska
California	Kentucky	Connecticut	Arizona
Colorado	Maine	Delaware	Florida
District of Columbia	Mississippi	Idaho	Maryland*
Georgia	Nevada	Louisiana	Michigan*
Hawaii	New Hampshire	Montana	Utah
Illinois	New Mexico	North Dakota	Virginia*
Iowa	North Carolina	Oklahoma	
Kansas	Oregon	South Carolina	
Massachusetts	Texas	South Dakota	
Minnesota		Tennessee	
Missouri		Wyoming	
Nebraska			
New Jersey			
New York			
Ohio			
Pennsylvania			
Rhode Island			
Vermont			
Washington			
West Virginia			
Wisconsin			
22 states	**10 states**	**12 states**	**7 states**

***Notes:**

Respondents from Maryland, Michigan, and Virginia reported that they do not have a career development planning and implementation initiative underway at this time. Maryland had done some work in the past and reported on those accomplishments, but no work is underway at this time.

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COMPONENTS OF A CAREER DEVELOPMENT SYSTEM IN 1998

COMPENSATION IMPROVEMENTS FOR PRACTITIONERS

Some Discussion/ Plans	Implementation	No Discussion	No Response
Alabama	California	Arkansas	Maryland*
Alaska	Colorado	Delaware	Michigan*
Arizona	District of Columbia	Kentucky	Utah
Connecticut	Florida	Louisiana	Virginia*
Georgia	Illinois	Oregon	
Hawaii	Indiana	South Dakota	
Idaho	Minnesota		
Iowa	Mississippi		
Kansas	North Carolina		
Maine	Oklahoma		
Massachusetts	Pennsylvania 1*		
Missouri	Tennessee		
Montana	Texas		
Nebraska	Vermont		
Nevada			
New Hampshire			
New Jersey			
New Mexico			
New York			
North Dakota			
Ohio			
Pennsylvania 2*			
Rhode Island			
South Carolina			
Washington			
Wisconsin			
West Virginia			
Wyoming			
28 states	**14 states**	**6 states**	**4 states**

***Notes:**

Respondents from Maryland, Michigan, and Virginia reported that they do not have a career development planning and implementation initiative underway at this time. Maryland had done some work in the past and reported on those accomplishments, but no work is underway at this time.

Respondents from Pennsylvania provided information about two initiatives—the **Early Childhood Development Training System and the Alliance for Early Childhood Professional Preparation.** When the respondents from each initiative responded differently to these questions, we noted the Training System's responses as #1 and the Alliance's responses as #2.

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COMPONENTS OF A CAREER DEVELOPMENT SYSTEM IN 1998

DEVELOPMENT OF NEW MODELS FOR TRAINING/TRAINING PROGRAMS

Some Discussion/ Plans	Implementation	No Discussion	No Response
Connecticut	Arkansas	New Hampshire	Alabama
District of Columbia	California	Ohio	Alaska
Florida	Colorado	Wyoming	Arizona
Hawaii	Delaware		Maryland*
Idaho	Georgia		Michigan*
Indiana	Illinois		Virginia*
Iowa	Kansas		
Kentucky	Minnesota		
Louisiana	Mississippi		
Maine	Nebraska		
Massachusetts	Nevada		
Missouri	North Carolina		
Montana	Oklahoma		
New Jersey	Pennsylvania 1*		
New Mexico	South Carolina		
New York	Tennessee		
North Dakota	Vermont		
Oregon	Washington		
Pennsylvania 2*			
Rhode Island			
South Dakota			
Texas			
Utah			
Wisconsin			
West Virginia			
25 states	**18 states**	**3 states**	**6 states**

***Notes:**

Respondents from Maryland, Michigan, and Virginia reported that they do not have a career development planning and implementation initiative underway at this time. Maryland had done some work in the past and reported on those accomplishments, but no work is underway at this time.

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COMPONENTS OF A CAREER DEVELOPMENT SYSTEM IN 1998

DEVELOPMENT OF TRAINING PROGRAMS FOR TANF RECIPIENTS

Some Discussion/ Plans	Implementation	No Discussion	No Response
Hawaii	Arizona	Alabama	Florida
Idaho	Arkansas	Alaska	Maryland*
Illinois	California	Delaware	Michigan*
Kansas	Colorado	Georgia	Minnesota
Massachusetts	Connecticut	Indiana	Utah
Missouri	District of Columbia	Iowa	Virginia*
Montana	Kentucky	Louisiana	
Nebraska	Maine	Mississippi	
New Jersey	Nevada	New Hampshire	
New Mexico	Pennsylvania	New York	
Ohio	Rhode Island	North Carolina	
Oklahoma	Washington	North Dakota	
South Dakota	West Virginia	Oregon	
Tennessee	Wisconsin	South Carolina	
Texas		Wyoming	
Vermont			
16 states	**14 states**	**15 states**	**6 states**

***Notes:**

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COMPONENTS OF A CAREER DEVELOPMENT SYSTEM IN 1998

REVISED LICENSING REGULATIONS/TRAINING REQUIREMENTS

Some Discussion/ Plans	Implementation	No Discussion	No Response
Alabama	Arkansas	Connecticut	Kansas
Alaska	California	Idaho	Maryland*
Arizona	Colorado	Indiana	Michigan*
Georgia	Delaware	Massachusetts	Virginia*
Kentucky	District of Columbia	South Dakota	
Louisiana	Florida		
Minnesota	Hawaii		
Mississippi	Illinois		
Missouri	Iowa		
Montana	Maine		
New Hampshire	Nebraska		
New Jersey	Nevada		
New York	New Mexico		
Ohio	North Carolina		
Oregon	North Dakota		
Pennsylvania	Oklahoma		
Rhode Island	Tennessee		
South Carolina	Washington		
Texas	Wisconsin		
Utah			
Vermont			
West Virginia			
Wyoming			
23 states	**19 states**	**5 states**	**4 states**

***Notes:**

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COMPONENTS OF A CAREER DEVELOPMENT SYSTEM IN 1998

REVISED EARLY CHILDHOOD TEACHER CERTIFICATION REQUIREMENTS

Some Discussion/ Plans	Implementation	No Discussion	No Response
Arizona	California	Alabama	Maryland*
Arkansas	Connecticut	Alaska	Michigan*
Colorado	Delaware	Georgia	Utah
District of Columbia	Florida	Hawaii	Virginia*
Idaho	Indiana	Illinois	Wyoming
Kansas	Iowa	Louisiana	
Maine	Kentucky	Mississippi	
Massachusetts	Minnesota	New Hampshire	
Nevada	Missouri	North Dakota	
New Jersey	Montana	South Carolina	
New York	Nebraska	Tennessee	
Pennsylvania	New Mexico		
South Dakota	North Carolina		
Vermont	Ohio		
Washington	Oklahoma		
West Virginia	Oregon		
Wisconsin	Rhode Island		
	Texas		
17 states	**18 states**	**11 states**	**5 states**

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COMPONENTS OF A CAREER DEVELOPMENT SYSTEM IN 1998

STATEWIDE OR COLLEGE ARTICULATION AGREEMENTS

Some Discussion/ Plans	Implementation	No Discussion	No Response
Alaska	California	Alabama	Michigan*
Arizona	Colorado		Mississippi
Arkansas	Connecticut		Virginia*
District of Columbia	Delaware		
Florida	Georgia		
Hawaii	Illinois		
Idaho	Kansas		
Indiana	Kentucky		
Iowa	Massachusetts		
Louisiana	Minnesota		
Maine	Montana		
Maryland*	Nevada		
Missouri	New Hampshire		
Nebraska	New Mexico		
New Jersey	North Carolina		
New York	Ohio		
North Dakota	Oklahoma		
Pennsylvania	Oregon		
Rhode Island	Tennessee		
South Carolina	Texas		
South Dakota	West Virginia		
Utah			
Vermont			
Washington			
Wisconsin			
Wyoming			
26 states	**21 states**	**1 state**	**3 states**

***Notes:**

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COMPONENTS OF A CAREER DEVELOPMENT SYSTEM IN 1998

DEVELOPMENT OF NEW CREDENTIALS

Some Discussion/ Plans	Implementation	No Discussion	No Response
Alaska	California	Alabama	Florida
Arizona	District of Columbia	Georgia	Michigan*
Arkansas	Kansas	Iowa	Utah
Colorado	Kentucky	Mississippi	Virginia*
Connecticut	Minnesota	Montana	
Delaware	New Mexico	South Dakota	
Hawaii	New York	Vermont	
Idaho	North Carolina		
Illinois	South Carolina		
Indiana	Tennessee		
Louisiana	Texas		
Maine	Wisconsin		
Maryland*			
Massachusetts			
Missouri			
Nebraska			
Nevada			
New Hampshire			
New Jersey			
North Dakota			
Ohio			
Oklahoma			
Oregon			
Pennsylvania			
Rhode Island			
Washington			
West Virginia			
Wyoming			
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COMPONENTS OF A CAREER DEVELOPMENT SYSTEM IN 1998

OTHER SYSTEM COMPONENTS

Some Discussion/ Plans	Implementation	No Discussion	No Response
Colorado: Increase overall funding to early care and education Colorado: Distance Learning Georgia: Levels of training Indiana: Director's, mentor, home visitor credentials Nevada: Public relations campaign New Mexico: Competencies and cert./licensure for areas of specialization (Admin/leadership; EC special ed.; Infant/toddler; Multi-lingual) Rhode Island: Teacher assistant certification requirements Texas: Family life educator career path Wisconsin: State CEU system	Connecticut: Accreditation Facilitation Support Project New Mexico: Credit for prior learning system North Carolina: Provider training scholarships Oklahoma: Voc Tech and 2-year cooperative agreements Washington: Provider training scholarships		Alabama Alaska Arizona Arkansas California Delaware District of Columbia Florida Hawaii Idaho Illinois Iowa Kansas Kentucky Louisiana Maine Maryland* Massachusetts Michigan* Minnesota Mississippi Missouri Montana Nevada New Hampshire New Jersey New York North Dakota Ohio Oregon Pennsylvania South Carolina South Dakota Tennessee Utah Vermont Virginia* West Virginia Wyoming
8 states	**5 states**	**0 states**	**39 states**

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